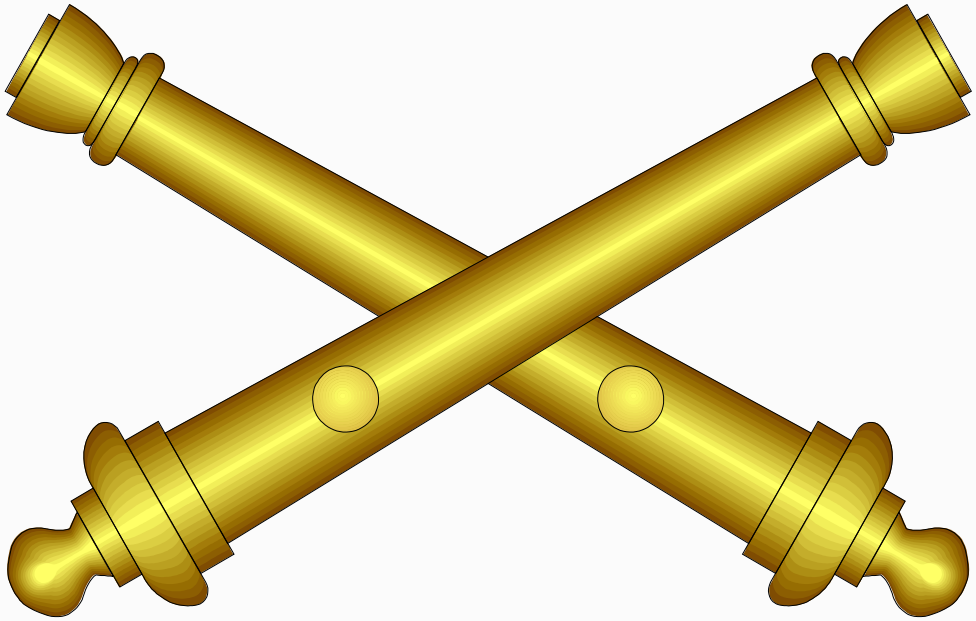
PERSCOM, EPMD
FIELD ARTILLERY BRANCH



PCC Brief

Agenda

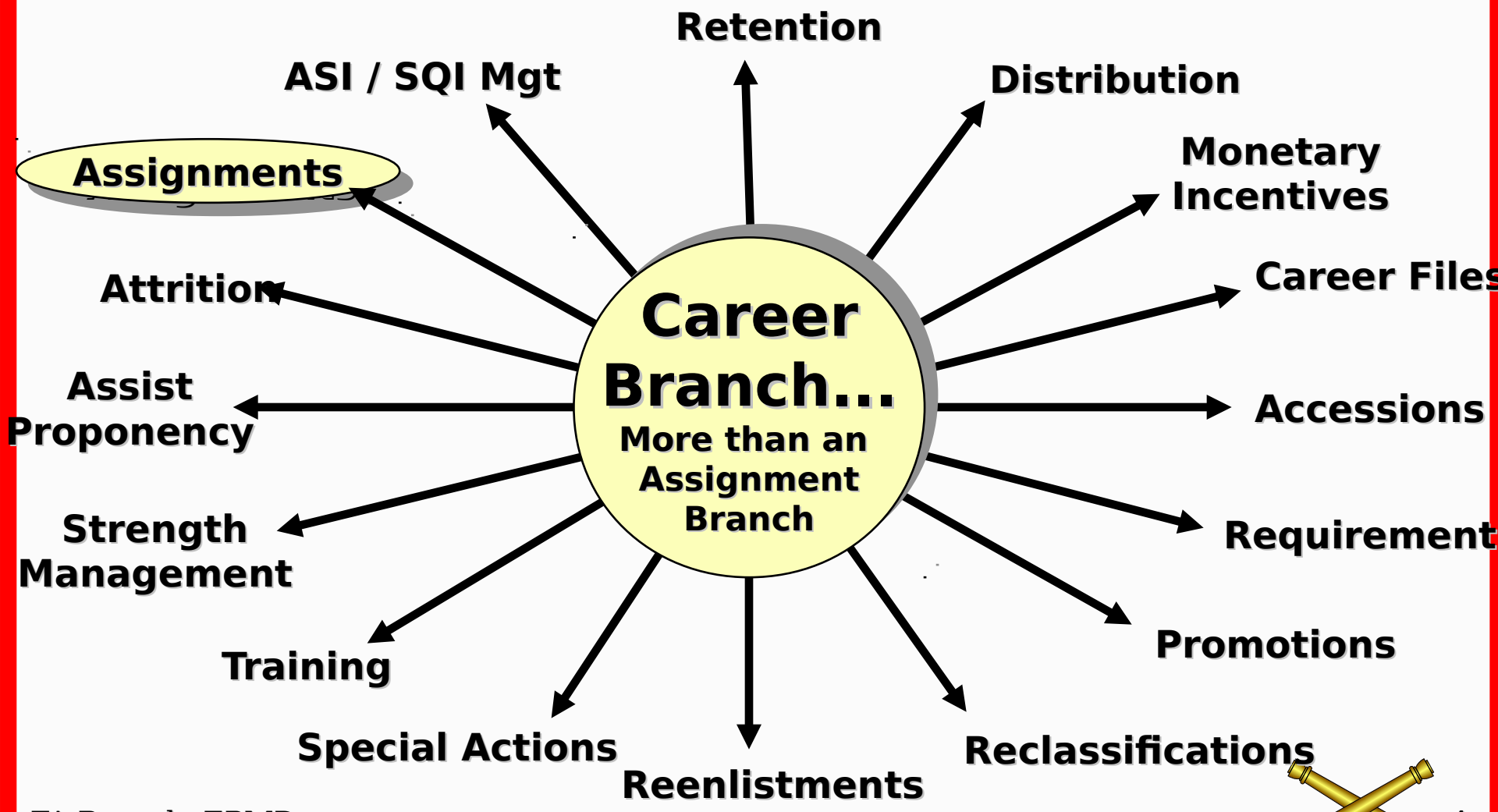
- Enlisted FA Branch
- FA Enlisted Force
- Assignments
- Retention
- Schools
- Promotions
- NCO-ERs
- POCs

Field Artillery Branch Mission

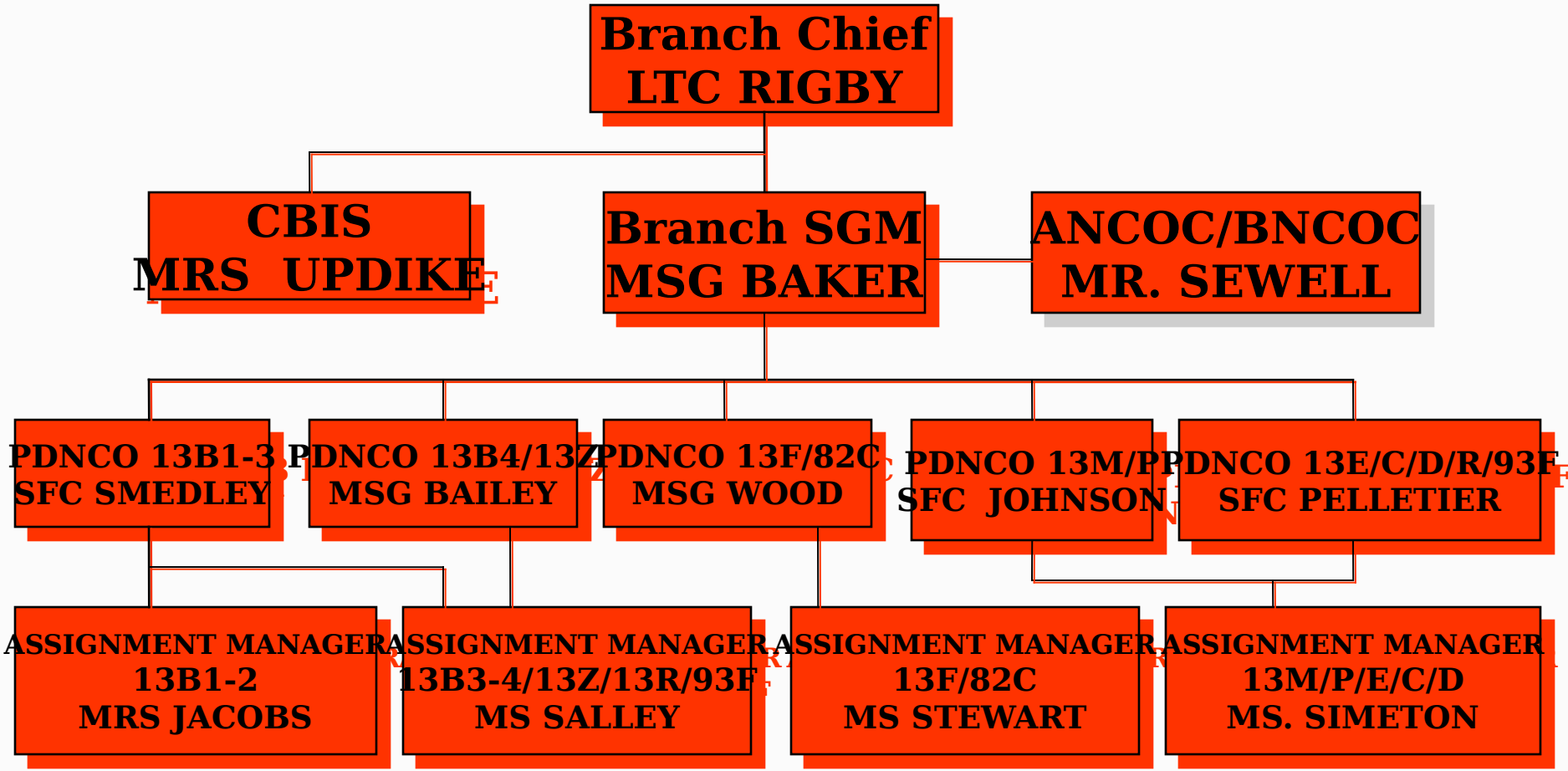
- **Distributing Soldiers Worldwide**
- **Developing Soldiers**
  Personal desires
  Professional needs
- **Retaining Quality Soldiers and Maintaining Proper Strength Levels**
- **Supporting the Army's Personnel Life Cycle Functions**

FOCUS: **Army Readiness**
Soldier Development

Total MOS Management



FA Branch Organization



Career Advisor Duties

- Soldiers' representative at DA
- Conduct briefings and personal interviews
- Review all assignments and requests from s
- Nominate soldiers for special assignments
- **Meet Army readiness requirements**

Shared Functions

Proponent

- **Develop Career Progression Model**
- **Education and Training System**
- **Advise**

PERSCOM

- **Promote**
- **Assign**
- **NCOES Training**
- **Personnel Management**

Commander

- **Counsel**
- **Utilization**
- **Provide Opportunity**

Individual

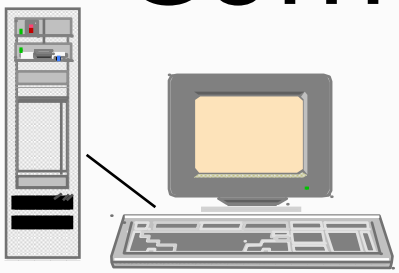
- **Performance**
- **Seek Responsibility**
- **Seek Training**

Individual & Force

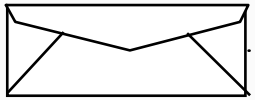
Professional Development

Individual

Communication is Key



PERSCOM ON-LINE

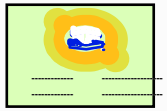


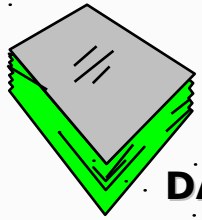
PERSONAL LETTERS

IVRS

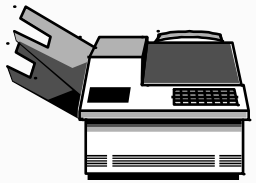
BRANCH FIELD VISITS

EPMD POCKET CARD

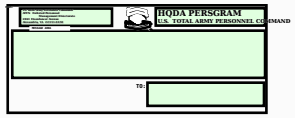




DA FORM 4187



FAX MACHINES



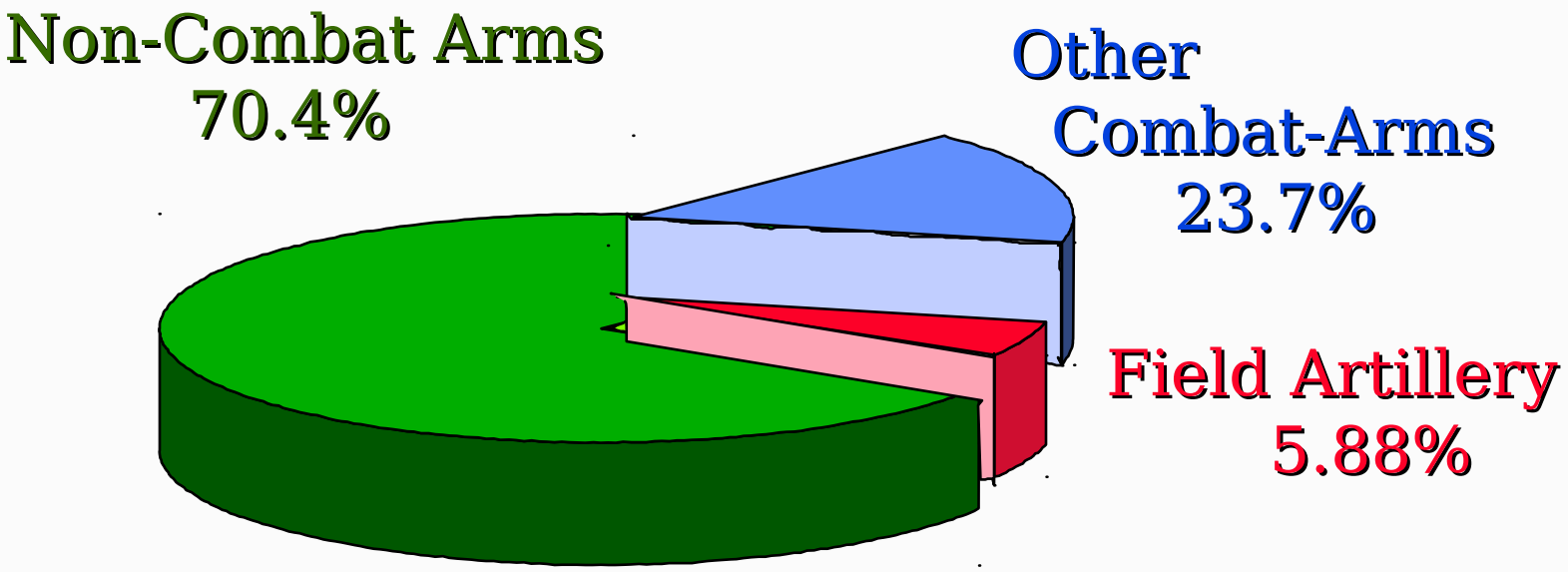
HQDA PERSGRAMS

VISIT PERSCOM

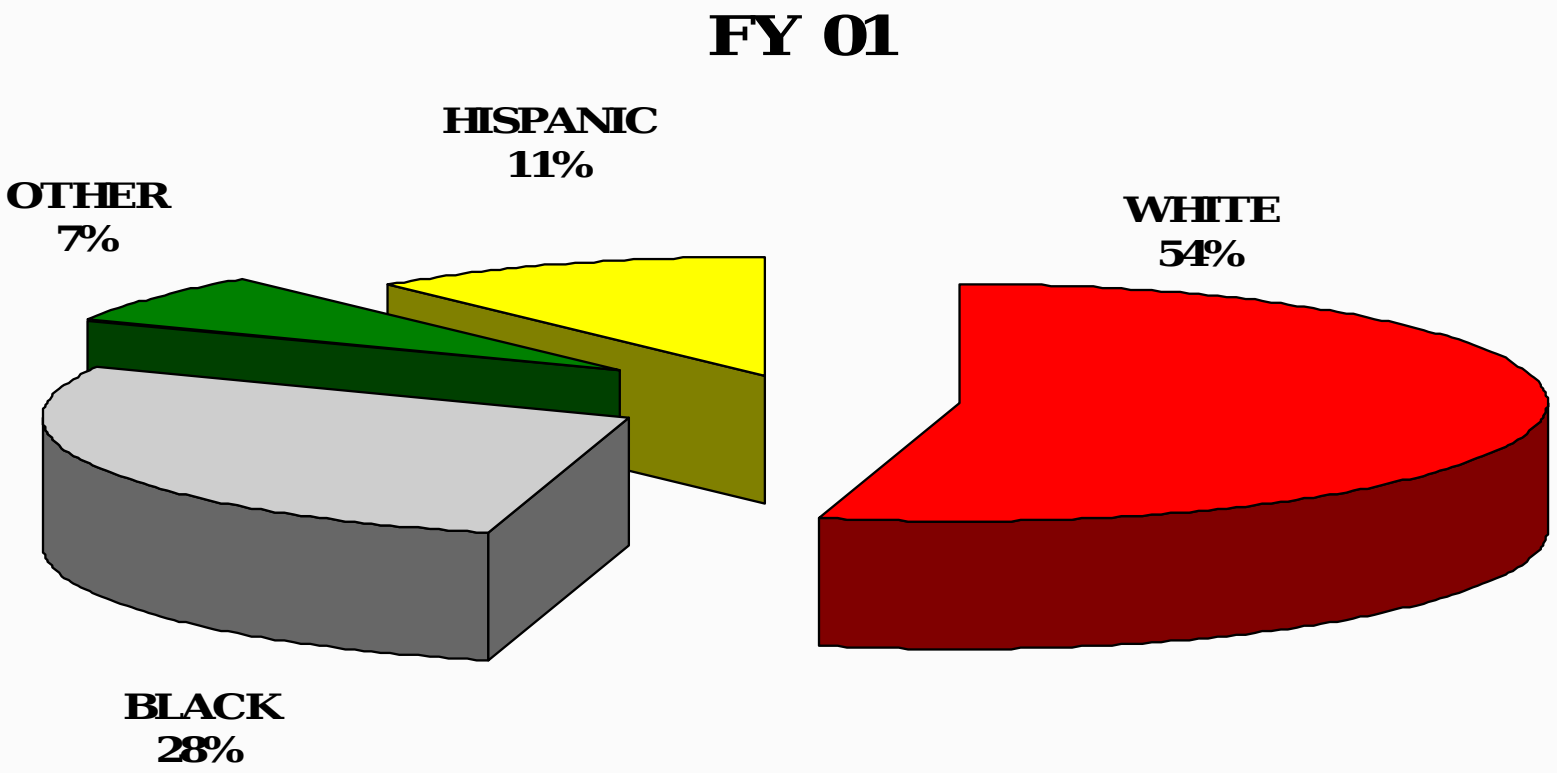
NEWSLETTER

E-MAIL / INTERNET

Enlisted Force

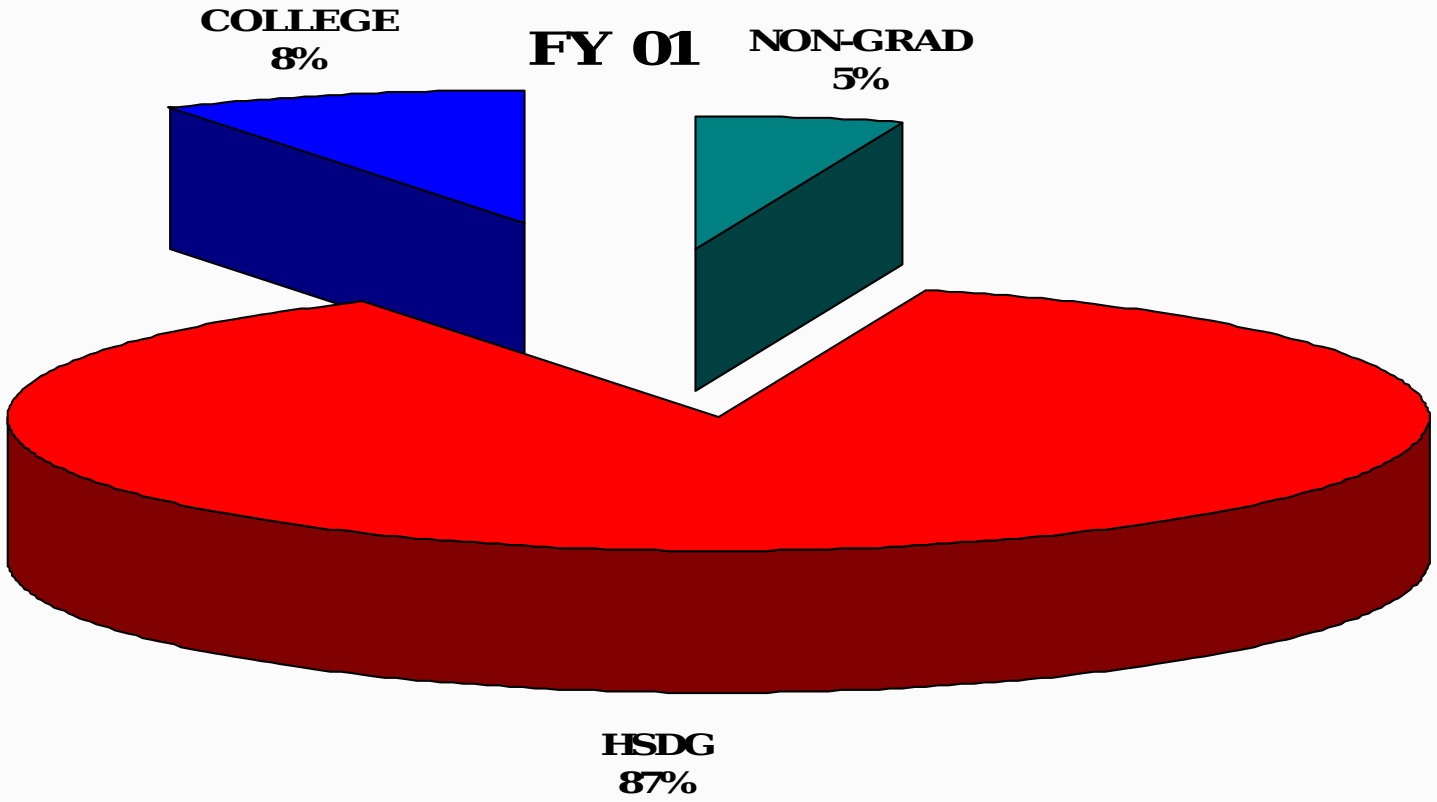


Field Artillery
Enlisted Force Composition

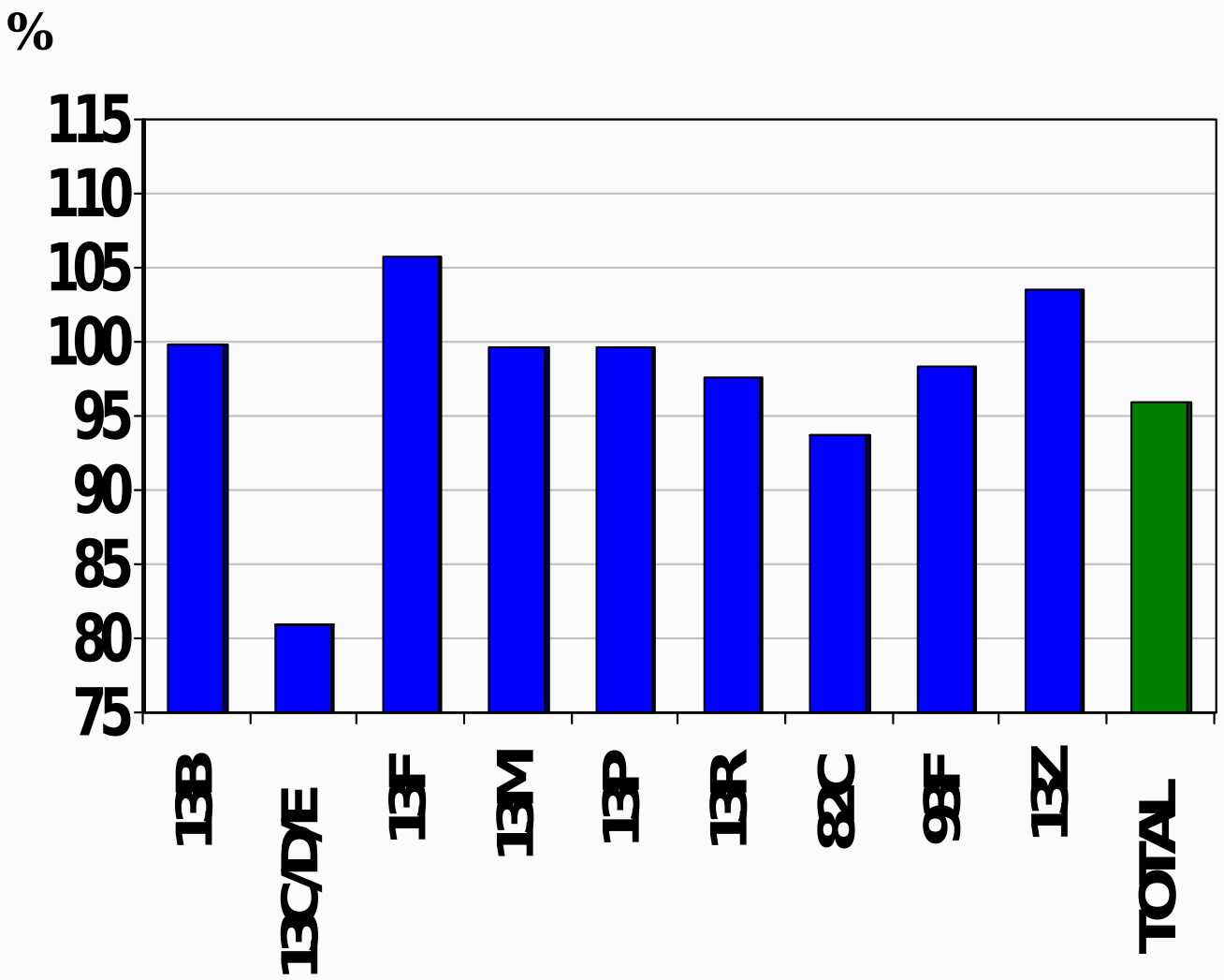


Field Artillery

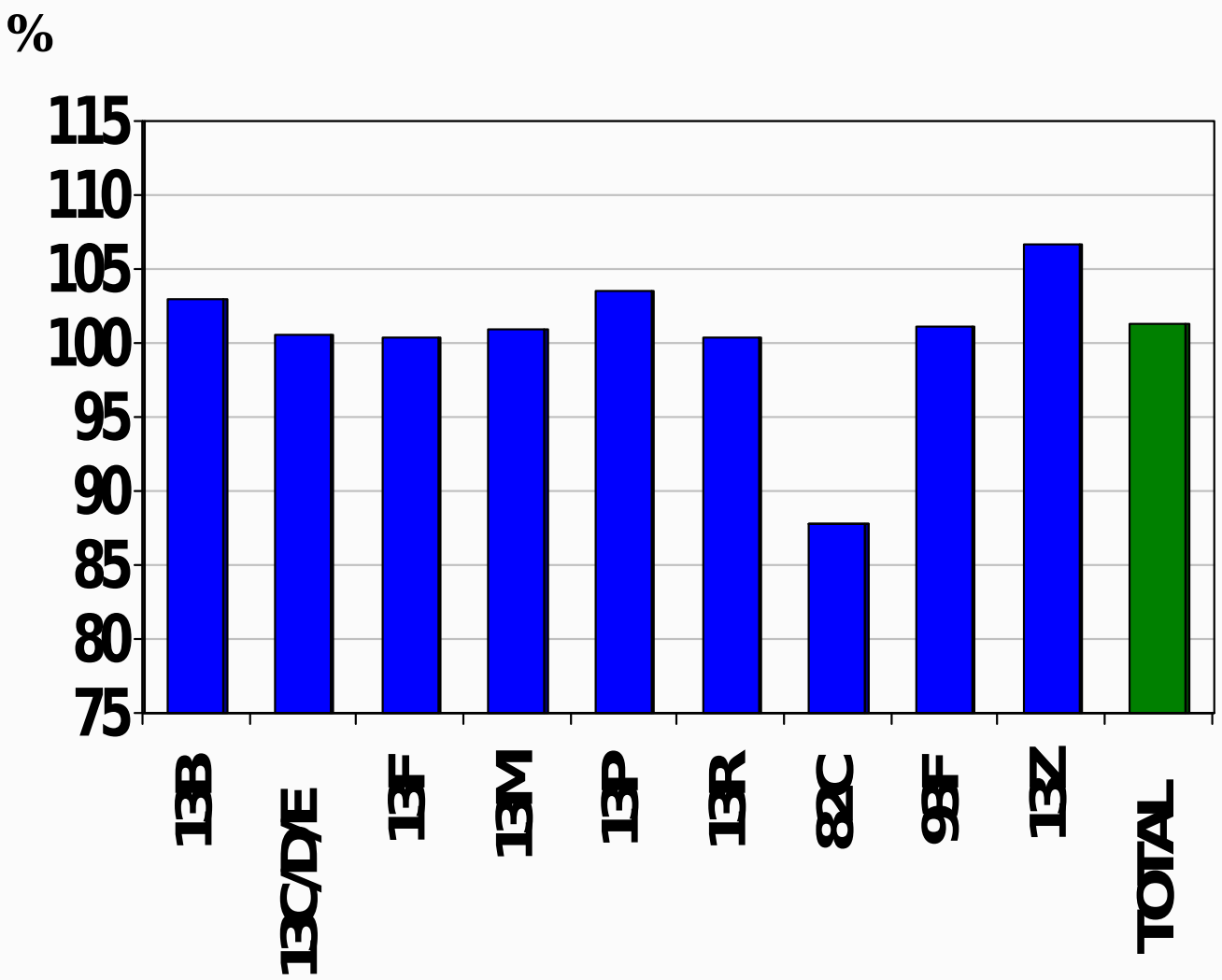
Enlisted Force Composition



CMF 13 Status as of 5 March 02

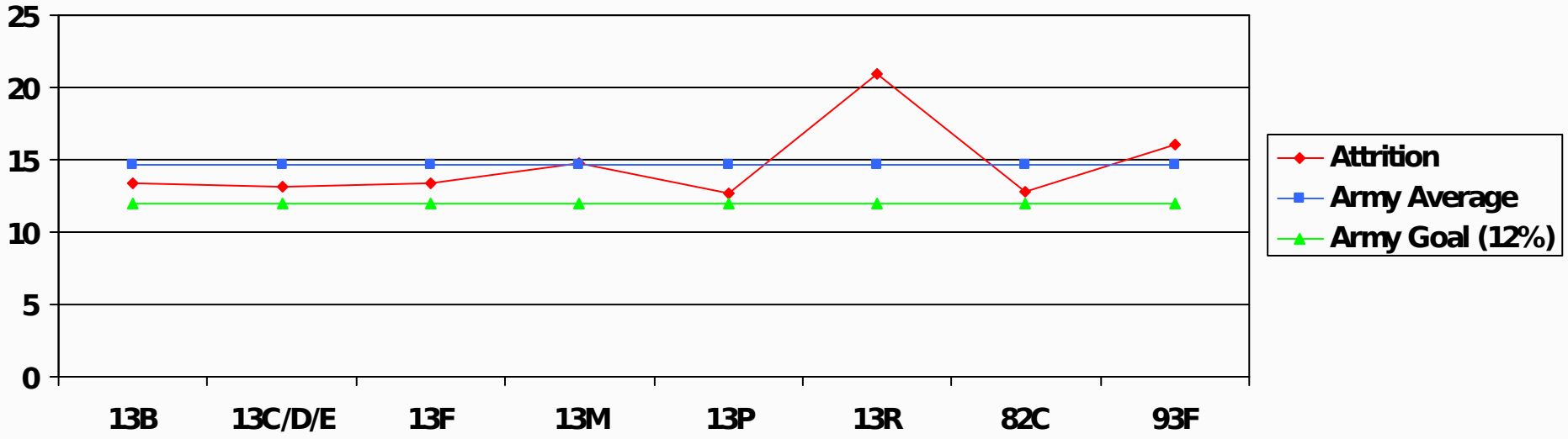


CMF 13 NCO Status as of 5 March 02



Field Artillery

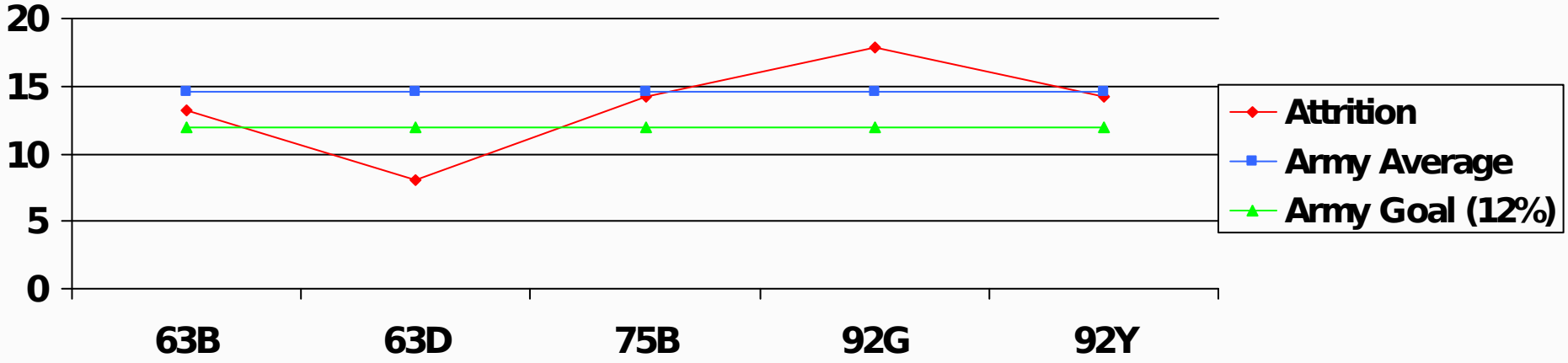
First Term Attrition Rate



	13B	13C/D/E	13F	13M	13P	13R	82C	93F
Inventory	4451	1083	2265	1218	678	205	335	99
Attrition	597	142	303	180	86	43	43	16

Field Artillery

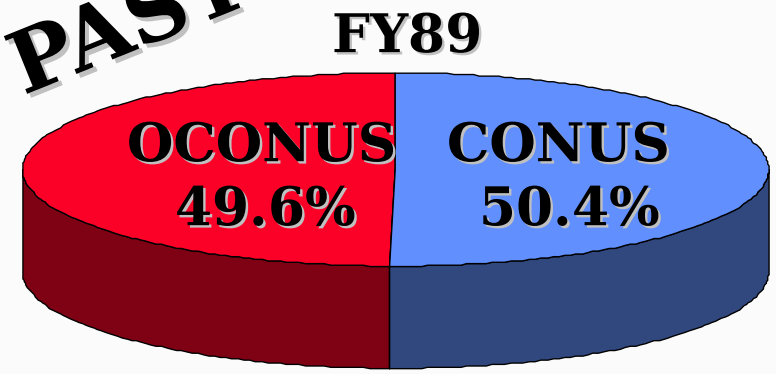
First Term Attrition Rate
Non FA MOSs



	63B	63D	75B	92G	92Y
Inventory	4867	210	1976	3669	5135
Attrition	640	17	282	654	839

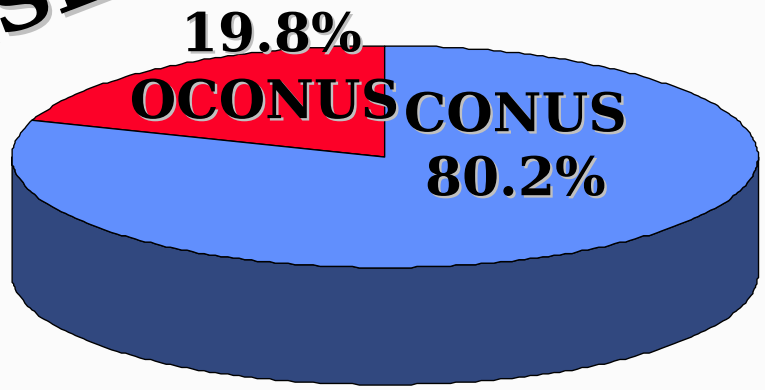
FA Requirements

PAST

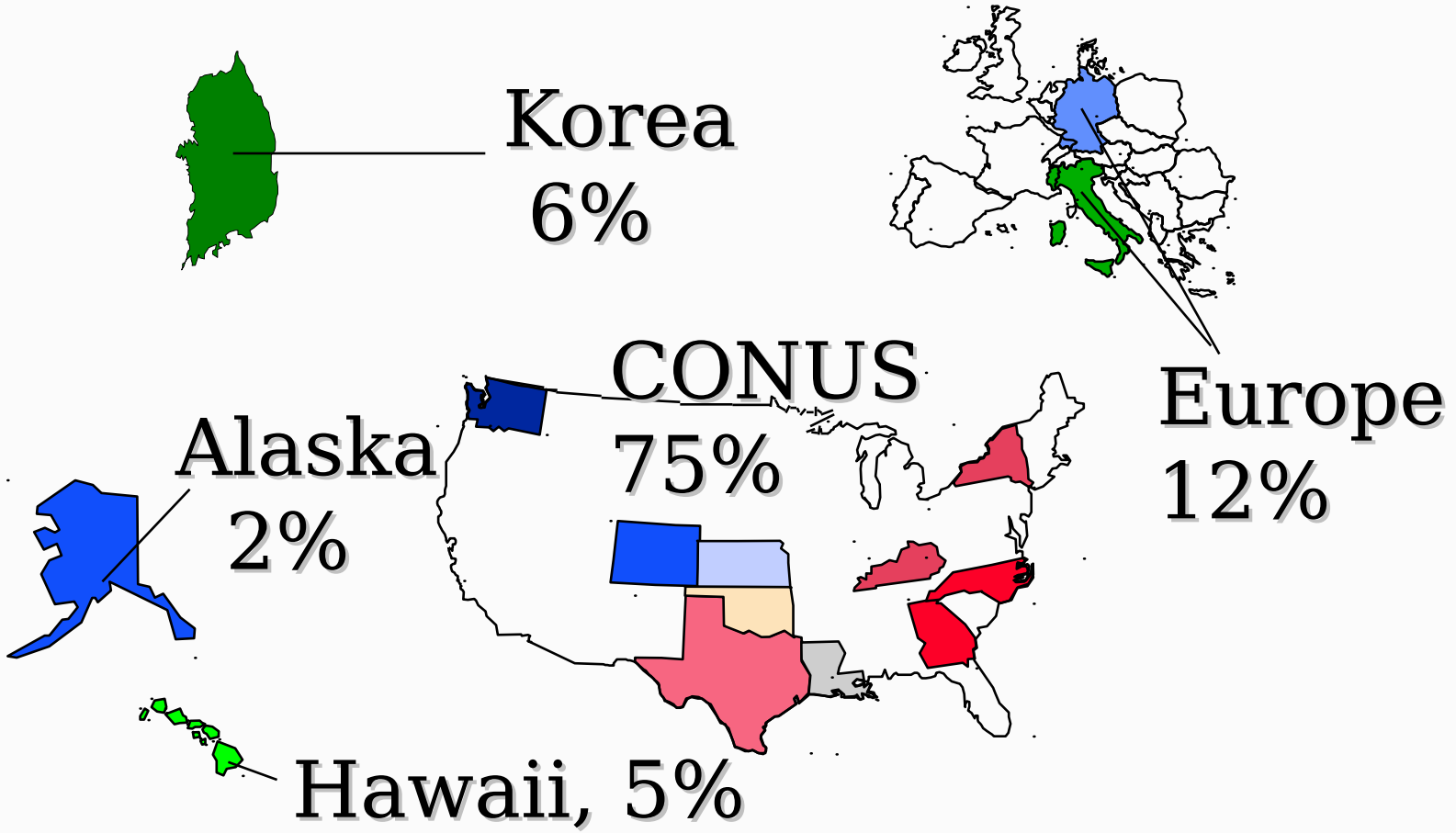


We are a CONUS-based Army.

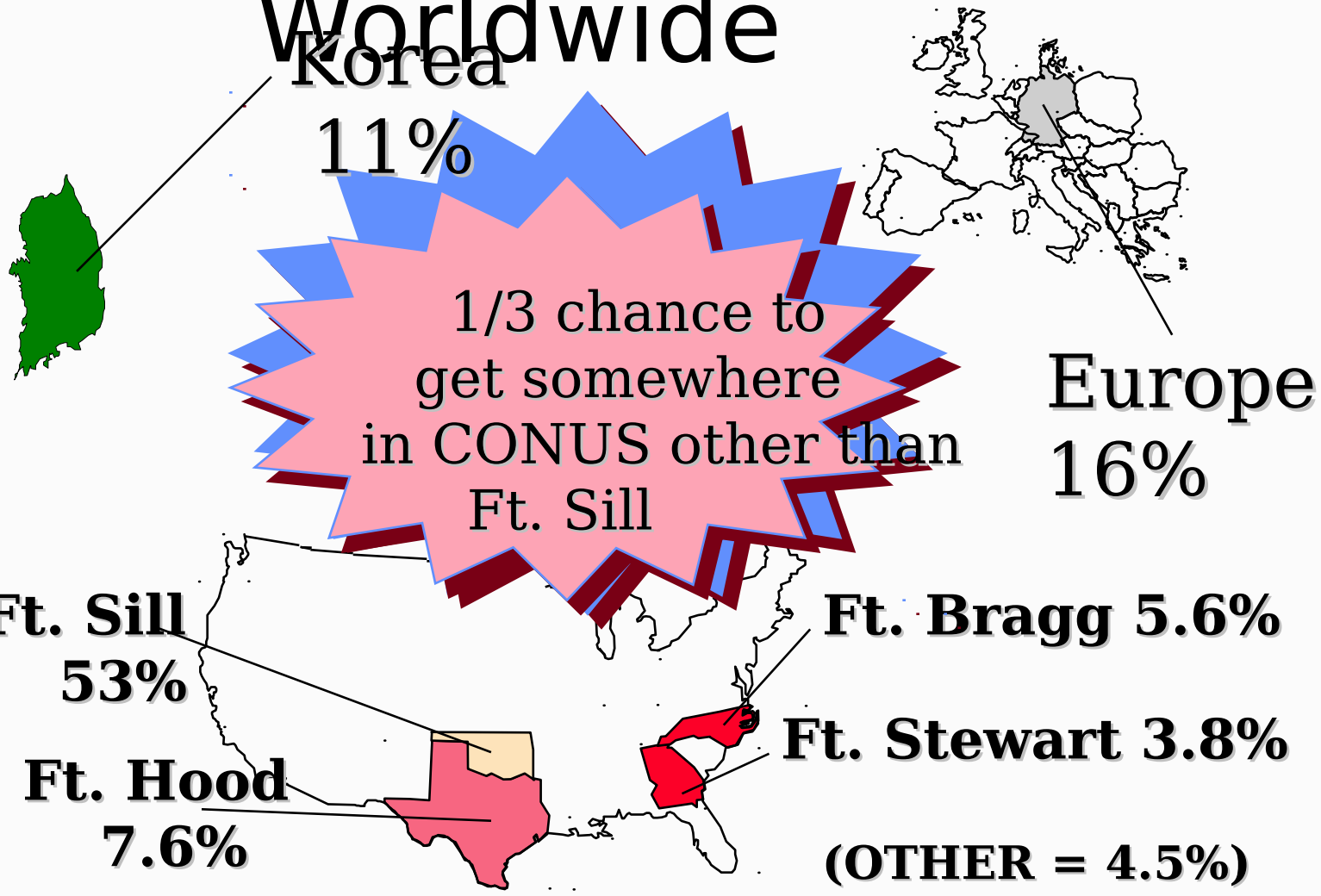
PRESENT



CANNON FORCES (13B/C/D/E/F) Distribution Worldwide



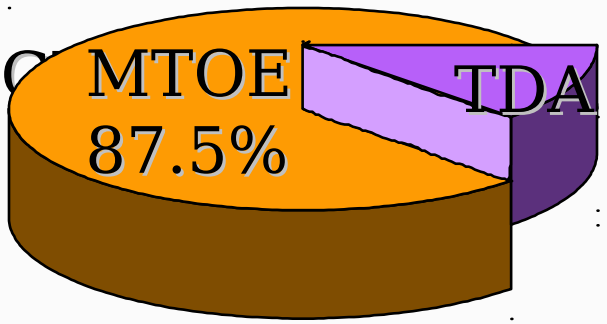
13M/P Distribution Worldwide



TDA Positions

Observer-Controller: MSG, SFC, SSG
Drill Sergeant: SFC, SSG
Recruiter: SFC, SSG, SGT(P)
AC/RC: MSG, SFC, SSG
Instructor: MSG, SFC, SSG, SG
ROTC: MSG, SFC
EO Advisor: MSG, SFC
USASMA: MSG
West Point: MSG, SFC
OSIA(DTRA): MSG,SFC,SSG

FA NCOs



TDA ASSIGNMENTS

* Validate strong MTOE performers
"For duties outside their MOS and for the greater good of the Army"

* Can not substitute for strong, successful MTOE troop leadership

* Must have a GT of 100 or better

* Non-promotion risk

* Avoid back to back TDA jobs

* Each case is a nomination

Drill Sergeant

- SSG / SFC
- CONUS applicants with 24 months time on station
- OCONUS applicants - 10 or less months of DEROS
- GT of 100 or higher
- Minimum physical profile of 111221
- BNCOC graduate
- Be 36 or younger (or D/SGT physical is required)
- Meet AR 600-9 standards
- Displays good military bearing, has demonstrated leadership ability and

Recruiter

- SGT, SSG, SFC
- CONUS applicants with 18 months time on station
- GT of 110 (waiverable to 100 if ST score is 100)
- Minimum physical profile of 132221
- SGT: PLDC Grad; SGT (P), SSG: BNCOC grad; SSG (P), SFC: ANCOC grad
- Age: SGT 21-37 years old, SSG/SFC 21-39 years old
- Meet AR 600-9 standards
- Dependent Limitations (SGT - 2, SGT(P) - 3, SSG - 4, SSG(P)/SFC - 5)
- Be financially stable and have no history of indebtedness

AR 601-1

Observer/Controller at NTC / JRTC / CMTC

- SFC, SSG
- Prior leadership experience required, minimum of 2 years
- High visibility and demanding assignments
- 2 year duty assignment (minimum) with special assignment considerations (“Project Warrior”)
- Applicants need to submit:
  - Request (4187)
  - Copy of current DA Form 2A and 2-1

AC/RC and Readiness Group

- **SSG, SFC**
- **High Priority Assignment**
- **These are Congressionally mandated Special Management nominated duty positions**
- **Active Component Advisor to Reserve units**
- **High visibility and demanding assignments**
- **Applicants need to submit:**
  - **Request (4187) CSM Endorsement**
  - **Copy of current ERB**
- **Applicants must have at least 24 months in primary leadership position I.E.**
  - **13F40- BN/BDE FSNCO**
  - **13B40- CFB**
  - **13E30- Chief Fire Direction Computer**

Instructor Duty

- SSG and SFC
- TO&E / field unit experience background preferred
- BNCOC (SSG) or ANCOC (SFC) Graduate
- Possess writing and communication skills
- Applicants need to submit:
  - Request (4187)
  - Copy of current DA Form 2A and 2-1

Basic Assignment Policy

- DCSPER - Establishes policy
- PERSCOM
  - Executes policy
  - Assign to Theatre/Installation/Divisi level
- If not Divisional assignment, then Theati Installation assigns to unit
- Commanders determine soldier utilizatio

Assignment Policy

(AR614-200)

- Assign 8 months out, PERSGRAM 7 months out
- 48 months (TOS) CONUS to CONUS without waiv
- 36 months TOS CONUS to OCONUS without waiv
- No back to back TDA assignments (Branch)
- At least E5(P) with BNCOC to recruiting (Branch)

FA Branch Assignment Objectives

- Maintain proper distribution
- Ensure equity in the assignment process by consi

  - Professional development
  - Preferences
  -Time on Station (TOS)
  -Date Returned from Overseas (DROS)
  -Strength of PMOS at losing installation

- Professional development of the NCO Corps

Competing Demands

ARMY REQUIREMENTS

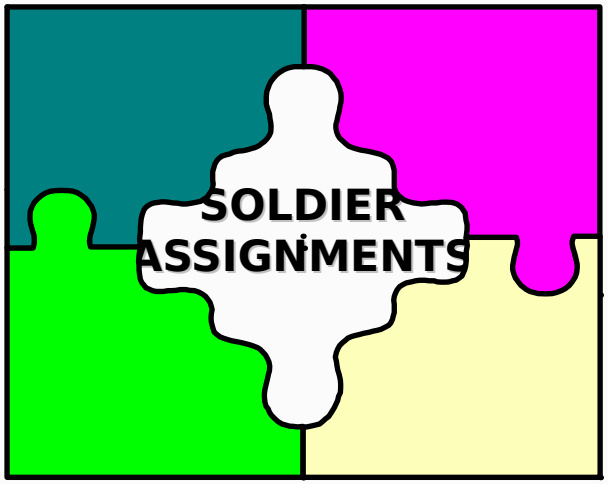
NCOES

TIME ON STATION

DOD FUNDING

ARMY REQUIREMENTS

PROFESSIONAL DEVELOPMENT



FAMILY & COMPASSIONATE SITUATIONS

FSTE / COT

SOLDIER'S PREFERENCE

CONUS/OCONUS REQUIREMENTS

MACP

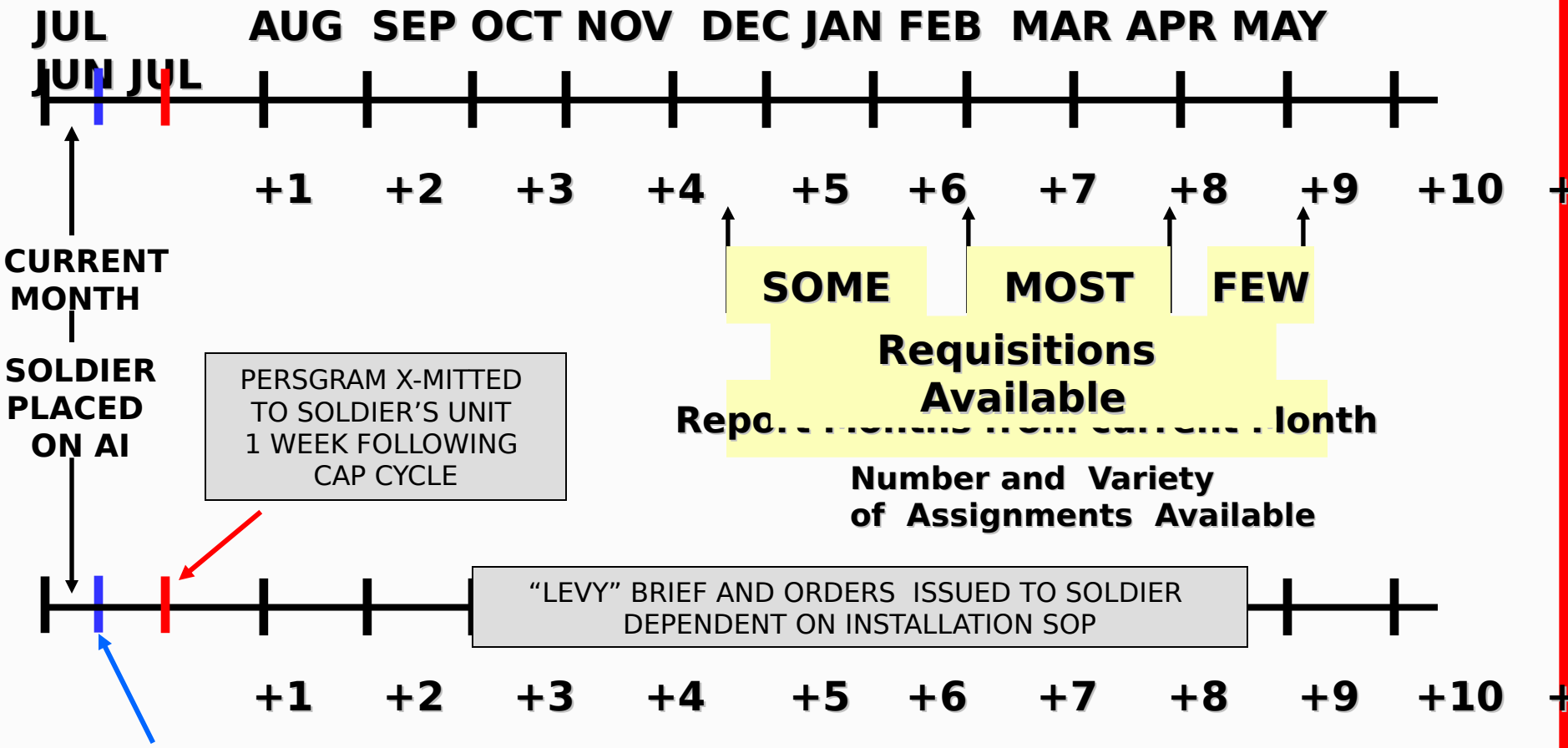
SQI / ASI MANAGEMENT

TOUR EQUITY

JOINT DOMICILE

- Provides the soldier the opportunity to be more involved in his assignment
- Allows the soldier to list accurate contact information (address, phone, e-m that can be viewed by his PDNCO
- ASSIGNMENT PREFERENCE- Allows a soldier to indicate that “if I must be reassigned, these are the locations I prefer.”
  - Limits options to realistically available duty locations by MOS.
  - Weighted toward TO&E units
- VOLUNTEER- Allows a soldier to indicate that “ I would like to be reassigne to one of the locations listed.”
- Provides real time data input via the internet

Assignment Time-Line for a Soldier

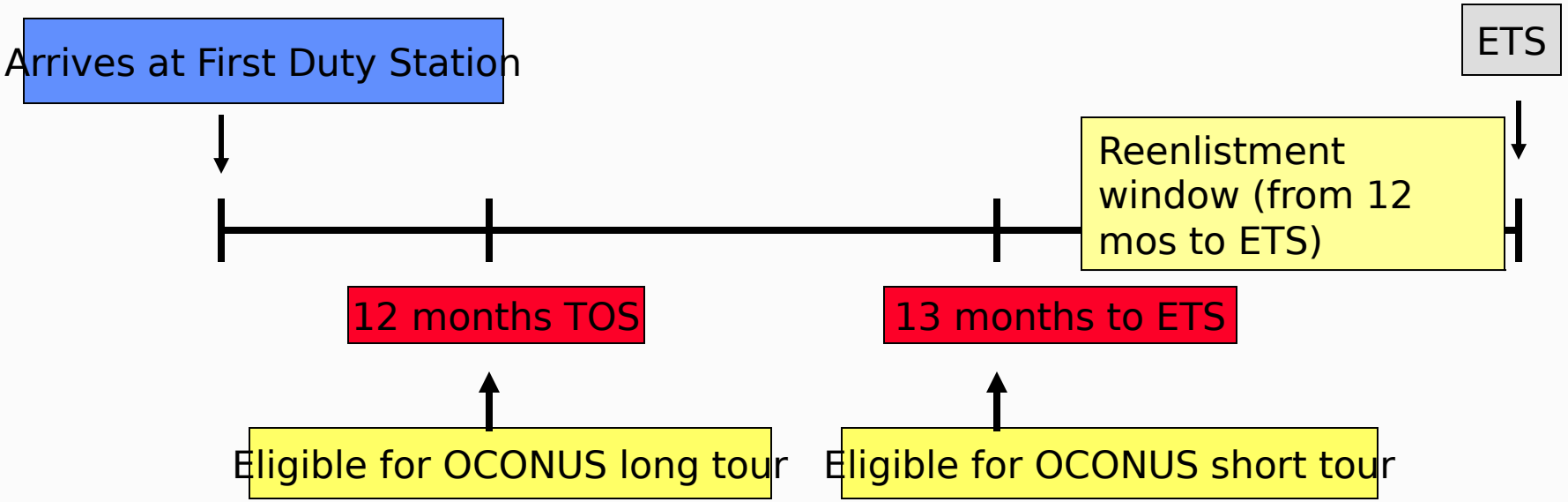

JUL
AUG SEP OCT NOV DEC JAN FEB MAR APR MAY
JUN JUL
+1 +2 +3 +4 +5 +6 +7 +8 +9 +10
CURRENT MONTH
SOLDIER PLACED ON AI
PERSGRAM X-MITTED TO SOLDIER'S UNIT 1 WEEK FOLLOWING CAP CYCLE
SOME
MOST
FEW
Requisitions Available
Number and Variety of Assignments Available
"LEVY" BRIEF AND ORDERS ISSUED TO SOLDIER DEPENDENT ON INSTALLATION SOP
+1 +2 +3 +4 +5 +6 +7 +8 +9 +10
CAP CYCLE X-MITTED ON FOLLOWING TUESDAY TO PSB/MPD

NOTES:

1. PERSGRAM is sent to unit address, dependent on accuracy o SIDPERS. Soldiers first notice is often the "Levy" announceme
2. Manning the force initiatives will push Assignment Windows farther out to 12-14 months from notification date

First Term Soldiers

Enlistments of 2,3 and 4 years


Arrives at First Duty Station
ETS
Reenlistment window (from 12 mos to ETS)
12 months TOS
13 months to ETS
Eligible for OCONUS long tour
Eligible for OCONUS short tour

NOTES:

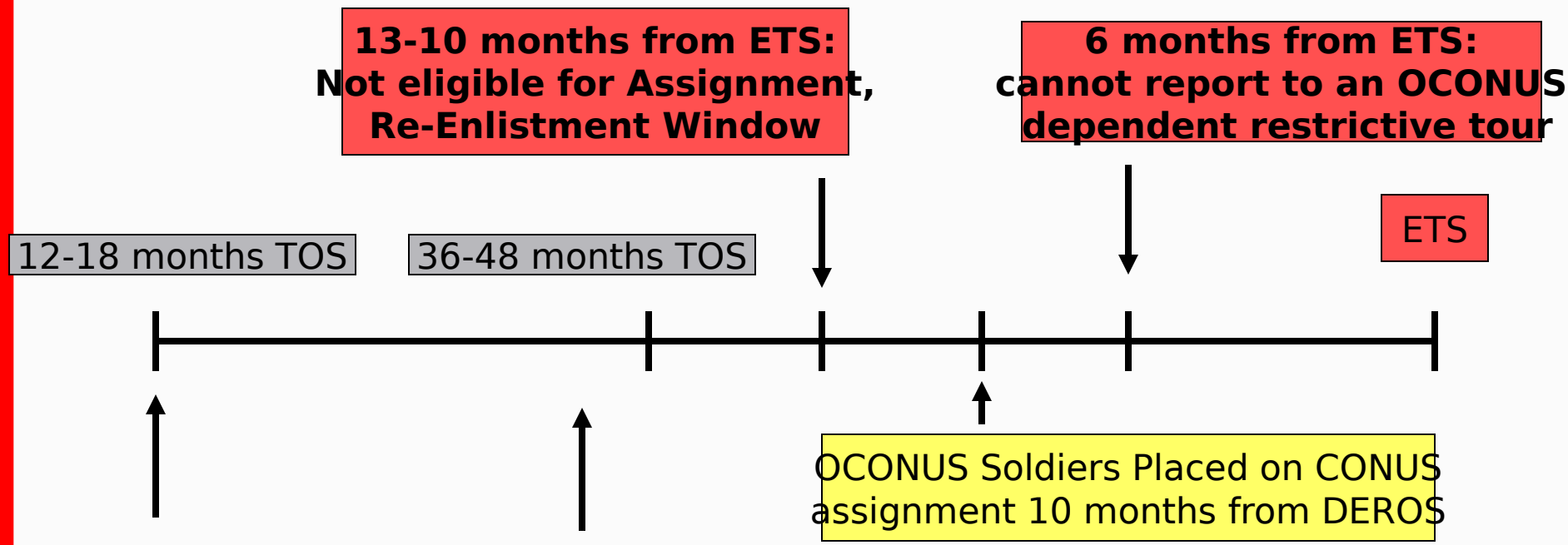
1. First Term Soldiers may only PCS twice during initial enlistment. Moves during IET and AIT do not count. 1st PCS is from completion of training to first duty station. A third PCS requires

2. Soldiers placed on AI prior to Reenlistment window opening may decline assignment without being required to sign a declination of continued service.

3. Soldiers placed on OCONUS short tour with 13 months remaining TIS must extend or reenlist in order to PCS back to OCONUS, otherwise they ETS from OCONUS site.

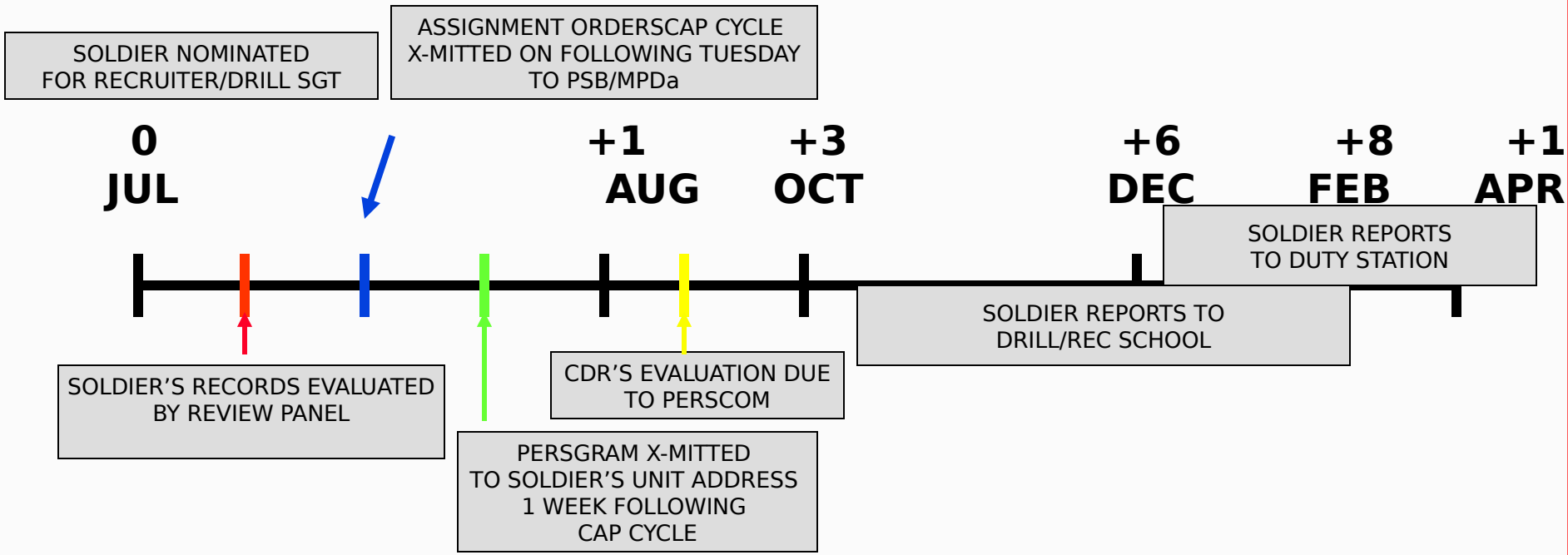
TOS = Time on Station TIS = Time in Service AI = Assignment Instructions

Mid-Career Soldier
(6-10 years of service)



NOTE:
1. Soldiers can be nominated for Recruiting with only 1 year TOS.
2. Soldiers nominated for Drill SGT must have at least 24 months TOS at time of report to their drill duty station.

RECRUITER/DRILL SERGEANT ASSIGNMENT CYCLE



NOTES:

1. School and reports date are flexible due to completion of the background investig
2. 9 month probation time for Recruiters
3. NCO's arriving from OCONUS will report to unit first (REC BN or DS BTRY) and ser
   school TDY and return.
4. Commander's Eval packets are due to PERSCOM 30 days after levy notice. BN CD
   must eval, can't delegate.

Distribution Model

Old Model

(Designed to distribute resources across a broad range of units, minimizing the number of units given priority status. AC divisions split into different fill priorities)

1 -- <u>Fill Priority 1</u> (98-100% grade/MOS)

SOF
Recruiters
Drill Sergeants
Instructors

AC/RC Titled Positions
Special Management Commands
DMOs

2 -- <u>Fill Priority 2</u> (98-100% in aggregate)

AC Divisions(-):

82nd Abn, 101st AA, 2ID(-), 3ID, 4ID(-), 1st CAV, 3ACR

3 -- <u>Fill Priority 3</u> (fair share of available)

Army(-):

1AD, 1ID, 10ID, 25ID, 2ACR
3-2ID, 3-4ID, 172D

New Model

(Designed to make all divisions equal, with fill at 100%by grade/MOS)

1 - <u>Fill Priority 1</u> (100% grade/MOS)

Same as current Fill Priority 1 Units,

plus 10 AC Division & 2 ACRs

2 - <u>Fill Priority 2</u>

TOE (-)

TDA (-)

Help Yourself

- **Assignments:** Ensure 4187s approving a trooper's req PCS are seen by you.

Help Yourself

- **Deny:** Unwarranted early R
  departures.

Help Yourself

Conduct Rigorous PAIs

Glidepath to Korea

- Glidepath is 110% at CM+6
  - Guarantees 100% fill for CM

- No show-rate affects operating strength

- CONUS units pay bill for Korea's 110%

Deletion/Deferments

- Policy:
  No soldier given report date less than
  150 days out.
- Stay inside of PERSCOM's decision cycle
- Operational requests require a General Officer signature

Help Yourself

- **Delete/Defer:** Johnnie-B-Qu

1SG/Battle Staff NCO Stabilizations

- If the NCO has more than 12 months TOS, stabilizations must be submitted to PERSCOM for approval.

- Call FA Branch when an NCO is identified to be a 1SG (DSN 221-8886).

- Call FA Branch when an NCO is identified to attend BSNCO course (DSN 221-8764)

Help Yourself

- **Stabilize:** 1SGs, Key Leade
  reclassification actions and any
  that you have paid to go to scho
  to fill an ASI/SQI

RETENTION CONTROL POINTS

CURRENT SRB/TSRB's

Retention as of 010625

MOS	SPC	SGT	SSG	
BEAR				
13B	1A	1A	1A	YES
W/"P"	1.5A	1.5A/.5B	0.0	
CAMPBELL	0.0	1.5A/.5B	0.0	
RILEY	0.0	1.5A/.5B	0.0	
DRUM	0.0	1.5A/.5B	.5B	
BRAGG W/"P"	1.5A	2A/1B	1.5A/1B	
STEWART	0.0	1.5A/.5B	0.0	
KOREA	0.0	2A/1B	0.0	
13C/D/E	1A	1A	1A	
13D YES				
BRAGG W/"P"	2A	0.0	0.0	
W/"P"	1.5A	0.0	0.0	
KOREA	2A	2A	2A	
CAMPBELL	1.5A	1.5A	0.0	
CARSON	1.5A	0.0	0.0	
HOOD	1.5A	0.0	0.0	
RILEY	1.5A	1.5A	0.0	

CURRENT SRB/TSRB's
(CONTINUED)

MOS	SPC	SGT	SSG	BEAR
13F	1A	1A	1A	YES
W/"P"	2A	2A/.5B	0.0	
BRAGG W/"P"	0.0	3A/1B	0.0	
W/"V"	2A	2A	0.0	
75th RGR REGT	1.5A	1.5A/2B		0.0
KOREA	0.0	2.5A/1.5B	0.0	
13M	1A	1A	1A	NO
SILL	1.5A	1.5A/.5B	1.5A/.5B	
KOREA	0.0	2A/1B	1.5A/1B	
13P	1A	1A/.5B	1A/.5B	YES
SILL	1.5A	1.5A/1B	1.5A/1B	

CURRENT SRB/TSRB's
(CONTINUED)

MOS	SPC	SGT	SSG	BEAR
13R	3A	3A/.5B	3A/.5B	NO
W/"P"	3.5A	3.5A/1.5B	0.0	
KOREA	4A	4A/1.5B		0.0
HOOD	3.5A	0.0	0.0	
82C	0.5A	0.5A	0.5A	NO
W/"P"	1A	1A	0.0	
BRAGG W/"P"	1.5A	1.5A	0.0	
SILL	1A	1A	0.0	
BLISS	1A	1A	1A	
93F	0.0	0.0	0.0	NO
BRAGG W/"P"	2A	2A	2A	
W/"P"	1A	1A	1A	

How SRBs Work

- Zone
  - -A=21 months to 6 years
  - -B=Mid Career, 6-10 years
  - -C=Career, 10 or more years

- (monthly base pay)X(#yrs reup)X(multipli

  Equals dollars

- SRBs and other incentives change freque

Help Yourself

- **Re-Up PDA:** The ultimate yourself program

Help Yourself

- **Schools:** Go hand in hand v
  PDA REUP

Help Yourself

- **Reclas:** Work overages to sh
thru BEAR and reclassification

No Quality Walks

Commanders Override Program

For exceptions to normal qualification
the COP the Bn Cdr or CSM must per
call and speak with the Reenlistment
Management Branch Chief or Retenti
Management Division Chief

Mr. Canada - DSN 221-6808 / CIV (703) 325-6808

NCOES Schools

- BNCOC - SGT(P) and above are scheduled by orc
  of merit and availability
- ANCOC - All attendees are selected by the SFC
  selection board.
- No one can walk into NCOES
- Scheduling done by DA
- Eligible soldiers should contact branch at DSN 22

Promotions

Decentralized → Semi - Centr

Centralized Promotions
and the
NCO-ER

Semi - Centralized Promotions

- AR 600-8-19, chapter 3 is currently being revised to reflect the changes to the semi-centralized promotions worksheet, DA Form 3355.

- All PSB's are currently converting the old DA 3355's to the new form with a deadline of 30 June 2000.

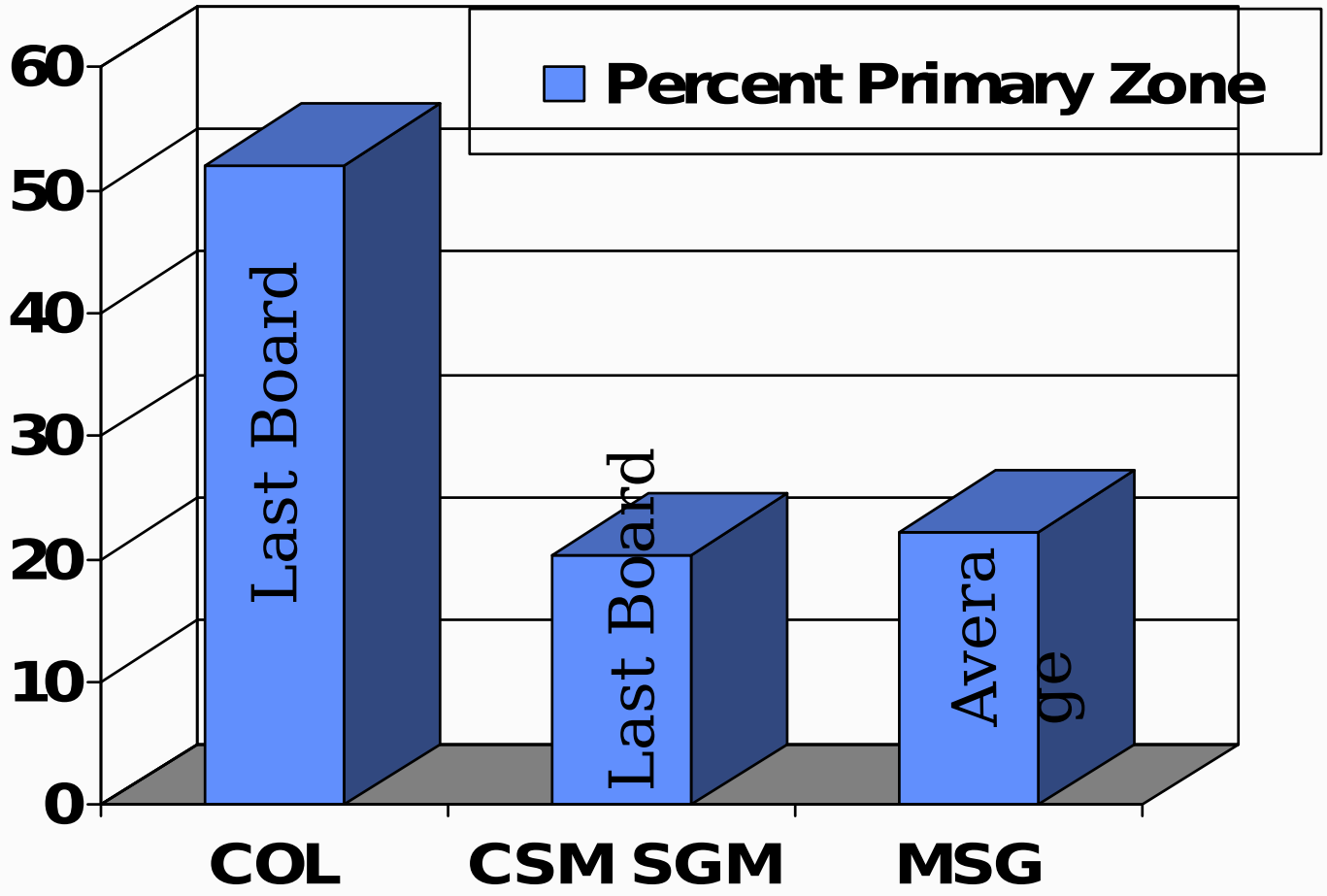
- Effective 1 June 2000, PSB's will begin entering the promotion points from the new DA 3355 into EDAS.

- 1 August 2000 promotions will be from the new scores entered into EDAS from 1-30 June 2000.

Help Yourself

- **Semi-Centralized:**
  1. Flag Eligibles
  2. Remove from list
  3. Recomps at least annuall

FA Promotion Comparison



Senior Enlisted Promotion Board Dates

MSG	JAN - FEB
SFC/ANCOC	MAY - JUN
SGM/CSM	SEP - OCT

*Board composition is FA & ADA
*All future promotion boards will convene on a schedule that is similar to the above dates

Centralized Promotion Board Scoring System

6+/- Exceptional performer
5+/- Strong performer
4+/- Solid performer
3+/- Fully qualified performer

*

2+/- Weak performer - retain in grade
1+/- Poor performer - refer for QMP

* Fully qualified line

Scored Categories

Points may be accrued in the following (1- to 6+)

- Duty Performance
- Military Education
- Civilian Education
- Physical Fitness
- Leadership
- Senior Raters Recommendation

Keys to Promotion

- NCOER
  -Justified excellence
  Complete the Record NCO-ER (used correctly)

- Photograph
  -Current
  -Proper fitting, complete uniform

- Microfiche
  -Review for incorrect data

- Letter to president of the board
  -Omissions or Significant events not reported

NCOER

The NCO-ER is the prim
vehicle for promotion

REVISIONS TO AR 623-203, NCO-ER

- COMPLETE THE RECORD REPORTS- AUTHORIZED WITH MIN OF 90 RATED DAYS VERSUS 180 DAYS

- SENIOR RATER OPTION REPORT- AN OPTIONAL REPORT, MAY BE INITIATED BY THE SR RATER ON A NCO WHEN THAT NCO WILL BE DUE A REPORT WITHIN 60 DAYS AFTER THE SR. RATER CHANGES

- 60 DAY SHORT TOUR OPTION REPORT- AUTHORIZED IN INSTANCES WHERE NCOs ARE DEPLOYED/ASSIGNED TO OVERSEAS SHORT TOUR AREAS OF 14 MONTHS OR LESS AND HAS MORE THAN 59 DAYS RATED, BUT LESS THAN 90 DAYS TIME RATED UNDER THE CURRENT RATER. SR RATER IS THE FINAL APPROVAL AUTHORITY AND MAY DISAPPROVE IT AFTER IT IS INITIATED.

- NUMERICAL APFT SCORE NO LONGER REQUIRED TO JUSTIFY EXCELLENCE. INSTEAD, RATER MAY USE STATEMENT: “AWARDED PHYSICAL FITNESS BADGE”

- AKO e-mail ADDRESS WILL BE DISPLAYED FOR THE RATED NCO AND RATING OFFICIALS IN THEIR NAME LINE. THE ONLY PORTION OF THE e-mail ADDRESS REQUIRED IS THAT PORTION *BEFORE* THE @ SIGN, FOR EXAMPLE: John.Doe@.

NCO-ER

An NCOER system must:

- Educate Raters, Senior Raters and Re
- Enforce suspenses and standards
- Provide performance measures

NCO-ER Rating Chain Roles

- **Rater** - Evaluate performance

- **Senior Rater** - Evaluate Potential

- **Reviewer** - Safeguards System!!

- comments when Rater and Senior Rate disagree
- comments when disagrees with Rater a Senior Rater

Duty Titles That Stop Promotion

Housing Inspector

Processing NCO

Battalion R&U NCO

Fitness Center Attendant

Wash Rack NCOIC

Cookie Cutter Bullets

- Consistently seeks knowledge and self-impro
- Always places mission first
- Shares experience and knowledge with subordinates
- Dedicated to mission accomplishment
- Enforces high standards
- Encourages soldiers to improve their educat

(These bullets reflect minimal success)

If an NCO is not doing these things, his/her ra should reflect “Needs Improvement”.

Above Average Bullets

- Raised section APFT average 20 points during rating period
- Personal APFT score 70 points above battery av
- Possesses the best cross level training in the radar platoon
- Won the last two consecutive battery section e
- Scored highest in unit on internal written exam

(These bullets identify different levels of su

Measure even when excellence is not warr

Field Artillery Branch

Phone Numbers:

Civilian prefix (703) 325-XXXX DSN 221-XXX

	Voice	Fax
Branch Chief	5559	4533
SGM	8764	
13B SL1 thru 3	8881/7879	
13B SFC - 13Z	8886/7873	
13C/D/E/R/93F	8882/7712	
13M/P	8885/7874	
13F/82C	8887/7874	
Schools (ANCOC)	5622	

Interactive Voice Response System (IVRS)

1-800-394-3763, DSN 221-3763, CIV (703) 325-3763

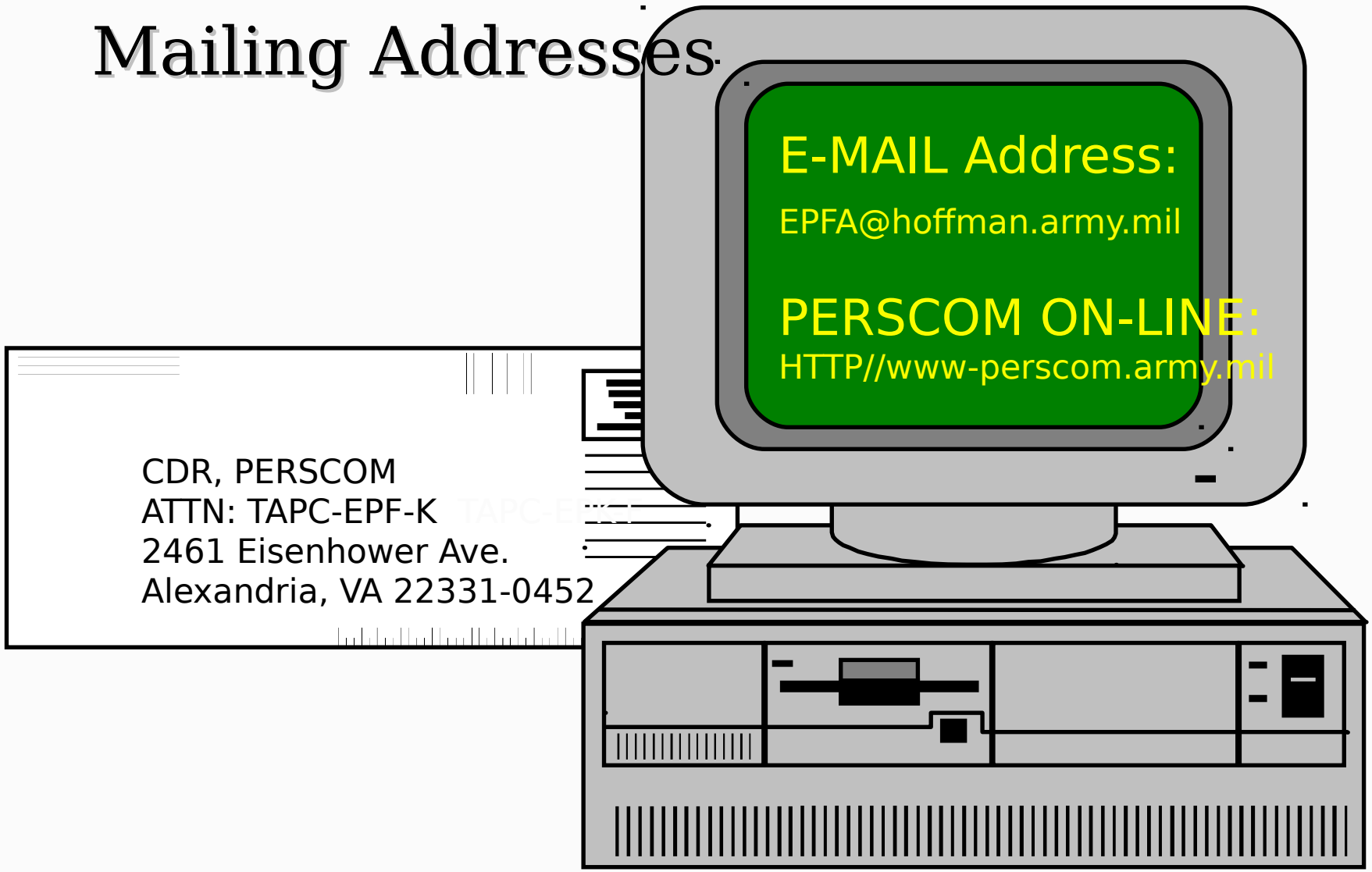
Field Artillery Branch

E-Mail Addresses:

Branch Chief- LTC Rigby	rigbyw@hoffman.army.mil
Branch SGM- MSG Baker	bakerl@hoffman.army.mil
13B PVT-SSG- SFC Smedley	smedleyr@hoffman.army.mil
13B SFC -MSG- MSG Bailey	Harold.Bailey@hoffman.army.mil
13C/D/E/R/93F- SFC Pelletier	pelletis@hoffman.army.mil
13M/P- SFC Johnson	johnsok2@hoffman.army.mil
13F/82C- SFC Wood	woodj@hoffman.army.mil
13B PVT-SSG- Mrs. Jacobs	jacobst0@hoffman.army.mil
13B SFC/13Z- Ms. Salley	salleyl@hoffman.army.mil
13M/P/C/D/E- Ms. Simeton	simetonk@hoffman.army.mil
Schools (ANCOC)- Mr. Sewell	sewellj@hoffman.army.mil
CBIS- Mrs Updike	updikeb@hoffman.army.mil

Branch E-mail- epfa@hoffman.army.mil

Mailing Addresses



FY02 RECRUITER ISSUES

- **Recruiting Force is comprised of 8341 NCOs….significant population.**
  - **3093 79R**
  - **4848 Detailed Recruiters (SGT-SFC)**
  - **400 CPLs**
- **PERSCOM screens NCO records monthly to fill Detailed Recruiter Force.**
- **Quality and Quantity are sacred. Manning the force has reduced available population.**
- **Continue to seek out the right blend. Need more Spanish and Korean speakers.**
- **Push to get more volunteers for 79R, Detailed Recruiter Force and CPLs. Incentives…..Conditional and Meritorious Promotions, Select Recruiting Location, Select Follow on Assignment, Special Duty Pay, and Promotion Points.**

How You Can Help

- **Maintaining the Army's detailed recruiting force with quality NCOs and Corporals is a top priority. Soldiers need to understand the importance of USAREC and it's mission to sustain the Army.**

- **Spread the word to your units on the Corporal Recruiting Program. This voluntary program allows Corporals to serve a year as a recruiter, selling the Army to their peers - encourage and support the program.**

- **We need the Battalion Commander's honest assessment of an NCO's qualification for recruiter duty. Battalion Commanders must prepare a Commander's Assessment Packet on soldiers selected by DA for assignment as a detailed recruiter. This cannot be delegated. Submit this to PERSCOM in a timely manner.**

- **Emphasize within your command that soldiers comply with their orders to attend the U.S. Army Recruiting School (TDY and return for CONUS, TDY enroute OCONUS).**